

Cottonwood Heights

Weekly Update for

April 15-21, 2018

and

April 22-28, 2018

Public Relations

1. Finished compiling content for the May newsletter. The deadline of 4/10 was extended more than a week, to accommodate later events such as the Canyon View Cultural Night and The Rocky Mt. Strings/Once Voice concert on 4/17, along with the CH ShakeOut on 4/14. We are still trying to keep the newsletter focus on future events with less focus on past events. It's a challenge sometimes, especially when we have so many successful and well-attended events going. We should have a final draft ready by the weekend.
2. Met with John Park and representatives from the City Journals to explore options in sharing mailing costs with the Journals and our newsletter. We will introduce our findings on this to the council at a later date.
3. Attended several *events, taking pictures for the newsletter, including the Brighton HS construction plan unveiling, the ShakeOut, business luncheon and the Carson's Courage Cars community effort.
4. Working on website improvements, especially the Butlerville Days pages. All of the quick links are now active, with corresponding applications and forms attached. This is an ongoing project.
5. Submitted two final May newsletter drafts to the printer. There was a mistake on the final proof from Tooele, as we had to give it another try. I did some of this while in Chicago, where I was attending a family wedding, and finished up later in the week. I'm glad we caught the error. We also added a "printed on recycled paper" message at the bottom of the first page. Already working on a lot of content for the June newsletter. The deadline for that content is May 10. Council Member Mikell is scheduled to provide the city council message for June. We are also working on a lot of content for the June and July newsletters, specific to Butlerville Days....
6. ...and speaking of Butlerville Days, we have been working on updated website content for the event, along with the published program information. This is a 4-page insert for the July newsletter, as well as a standalone handout for BVDays patrons. It's a constant work in progress.
7. We had a lively City Council business meeting on April 24, with lots of presentations. Paula sent an email to staff reminding them to send all their presentations to her as well. We are planning on getting the fireworks restrictions map up online ASAP. We (staff) need to discuss strategy on this.
8. Busy promoting several events and meetings on social media, including the Open Space Master Plan Open House on April 26, the upcoming closure of Creek Road and the upcoming art exhibit.

Police

1. The CHPD Citizens Academy participants will be graduating Wed. May 2, 2018 at 6 p.m. in the City Hall Community Room. Chief Russo would like to invite the Mayor, City Council Members to join in the ceremony and festivities.



Meet the newest member of the CHPD family "Bleky" with Officer Jeff Gainey.

Congratulations to our DARE Graduates at Oakdale Elementary on April 18th







Fire

1. Mayor Petersen has now met with our crews from all three platoons. His discussions were very open and he allowed crew members to ask questions and share their concerns. Our crews appreciated the time that the Mayor spent with them to discuss budget challenges.
2. The Finance Committee will meet Tuesday, May 1 at 08:00 in the ECC building. Each Division Director will present their part of the UFA Budget to the committee.

Community and Economic Development

April 15th-21st, 2018

City Council

- Staff is preparing the following topics for upcoming discussion/consideration by the City Council:
 - Planned Development District Text Amendment
 - Minor revisions to Title 12 (Subdivisions)
 - Public ROW Small-Cell wireless facility application
 - Little Cottonwood Canyon EIS (discussion to be led by UDOT)
 - Goat / Pig Ordinance
 - Accessory Dwelling Unit Ordinance

Public Meetings

- Staff attended the Wasatch Front Plan TAC (Technical Advisory Committee) meeting on April 18th. The committee reviewed their transportation and land use proposals for the Wasatch Choice 2050 Vision. These proposals are based on the suggestions they received from surveys and at open houses over the past year or so. A few of the proposals for our city include:
 - “Core route” bus service with 15-minute headway planned for Highland & Fort Union. Express bus service along Wasatch and the canyons.
 - Road widening along segments of Highland and Wasatch. Improvements to the Highland and 6200 S freeway interchanges.
 - “Urban center” land use planned for the Gravel Pit, “Town center” land use planned at Union Park and around City Hall.
- An application for an 8-foot fence was approved at the Administrative Hearing Meeting on April 18th.
- Notices were sent for a public hearing to be held at the May 2nd Planning Commission meeting. The commission will take public comment on a proposal for a new medical office building at 6672 S. Highland Dr and will reconsider a request for a digital monument sign at Ridgecrest Elementary School.
- The monthly CHBA Community Health Series, Remove Waste from your Waist, was held in the community room on April 19th.

Open Space Open House

- An open house to present further information about the draft open space master plan will be held on April 26th from 5:30-7:00. Staff is busy preparing materials.

Building Permits

- 28 Permits Received (4/13-4/19)
 - 2 additions
 - 5 new homes
 - 16 over the counter
 - 3 solars
 - 2 tenant improvements
- 20 Permits Issued (4/13-4/19)
 - 2 additions
 - 14 over the counter
 - 2 remodels
 - 2 solars

GIS

- 3 maps for Historic Society book
- The easements data layer is now complete. We now have the locations for all utility and other easements that are shown on recorded plats
- 2 maps for Irrigation company
- Expanded the Fireworks Restricted Areas data set and created map for Shane's resolution
- Successful Shakeout Saturday morning providing GIS for the drill
- Work updating and correcting the data used in the Shakeout and other Emergency Response activities
- About half done with new procedures document for the GIS function during an Emergency Response event

April 22nd-28th 2018

Public Meetings

- Staff has prepared agenda and reports for the upcoming May 2nd Planning Commission meeting.

Open Space Open House

- An open house was held on Thursday, April 26th to present further information about the draft open space master plan. About 50 residents came to give comments on natural open space, trails, and parks.

Building Permits

- 9 Permits Received (4/20-4/26)
 - 1 new home
 - 6 over the counter
 - 1 remodel
 - 1 sign
- 14 Permits Issued (4/20-4/26)
 - 1 addition
 - 4 new homes
 - 6 over the counter
 - 2 remodels
 - 1 tenant improvement

Public Works

Gilson Engineering

1. Attended the UDOT Review Meeting for the upcoming Highland Drive Improvement Project. The Fort Union Intersection and I/215 ramp improvements are currently planned to be bid by UDOT in June. They are finishing up their certifications and are moving towards bidding out the project.
2. Public Works and Engineering and have been working on Pavement Recommendations for Fiscal Year 2018 – 2019.
3. Public Works has been working on solving a drainage issue located near 7070 South and the Cul-de-Sac @ Turnagalan Cove. Currently, storm water from the cul-de-sac and adjacent roadways drain into a ditch that is blocked by trees, weeds and debris. Engineering has looked at solutions to this drainage issue and is developing a site plan that would remove the risk of flooding to the surrounding homes.
4. This week we submitted a grant application to the Governor's Office of Economic Development for the proposed East Jordan Canal Trail. The grant is through the 2018 Utah Outdoor Recreation Grant Program. The proposed trail would connect Mountview Park to

Fort Union Blvd @ Park Centre and would increase pedestrian access to the park for neighborhoods west of the East Jordan Canal.

5. Fort Union Boulevard is scheduled to receive a Chip Seal Pavement Improvement towards the end of May. The chip seal will include all of Fort Union from Union Park Ave to 3000 East.

Administrative Services

1. Participated in interviews for Community and Economic Development Director.
2. Made final preparations for Utah City Managers Association and Utah League of Cities and Towns conferences in St. George.
3. Bryce joined the Mayor for a meeting with Granite Construction representatives where we discussed the company's ongoing efforts to be good neighbors and community stewards.

Recorder/HR Manager

Understanding HR Challenges

THE COST OF LOOSING ORGANIZATIONAL TALENT

<https://blog.clearcompany.com/>

When you have been doing more with less since the 1980's, losing a worker can be a nightmare for most managers. Even if expected this will mean difficulty in meeting deadlines, especially if retention and succession plans have not been given the right attention.

STATISTICS OF TURNOVER AND RETENTION:

2017 Stats:

- Cost of replacing entry level employees: 30-50% of their annual salary
- \$11 Billion is lost annually due to employee turnover
- 87% of HR leaders say that improved retention is a critical priority over the next 5 years
- 42% of millennials expect to change jobs at least every 1-3 years
- 50% of employees say that are planning to stay at their current company for two years or less

Organizations not only suffer monetarily but **lose institutional knowledge**. Keeping knowledge in-house requires strategy.

It will cost the organization much more to lose and replace an employee than to incentivize their retention in some way – it is the obvious choice to **work at keeping the employee**.

How does employee turnover affect the organization?

1. Decreases Morale
 - a. It puts more work on those who stay
 - b. Makes teams feel disconnected
2. Decreases Productivity
 - a. More work for fewer employees
 - b. Hire can take as much as 49 days – Burnout – More turnover
3. Pressures Talent Acquisition
 - a. HR is under pressure to hire new talent
 - b. Candidates will notice the high turnover and question the employer

IT REFLECTS on:

Quality of Service; customer service; first contacts; response times; and employee availability.

BE PROACTIVE – List of proven methods to prevent employee turnover:

1. Align compensation that aligns to your values and the values of your employees
2. Develop career progression plans with employees
3. Encourage feedback between employees and managers
4. Recognize good work
5. Celebrate success and attained goals

Don't let the A Players the organization worked so hard to recruit go.

Article:

America First Investment Advisors

Another Reason Companies Fail

By Barry Dunaway April 28, 2017

<https://www.am1st.com/another-reason-companies-fail/>

(This is not the full article; just some segments. For full article, please follow the link.)

A rule of thumb known as Price's Law can help explain why some companies fail. It reminds us how important it is to understand the nature of the businesses in which we invest.

Price's Law says that 50% of work at a company is done by a small number of people. Specifically, it says that 50% of work is done by the square root of the number of employees.

If there are 100 employees, only 10 will account for 50% of the work.

Key employees may be creative, "outside the box" thinkers.

When a company faces a setback, key employees are likely to be the first to leave. Other employers will be glad to offer them jobs. Hiring companies can be expected to offer stock options that are more valuable than what the employees have at their current, faltering company.

COMPENSATION

Compensation is tightly connected with performance management, attraction and retention.

HUMAN CAPITAL IS YOUR ORGANIZATIONS MOST IMPORTANT ASSET

Because human capital is the organizations largest operating expense, it is also the one with the most impact on your organizations success.

"COMPENSATION MANAGEMENT is a collection of activities that establishes an internally equitable and externally competitive philosophy and practice for paying employees. Salaries and wages are often the largest cost to a firm and can be up to 70% of a company's annual operating costs. Creating a comprehensive and impartial structure is key to attracting and retaining talent, and therefore fundamentally strategic to the organization." – DB Squared, Compensation and Management Best Practices Analysis.

CURRENT COMPENSATION PROCESSES ARE FAILING

36% of workers who feel overlooked for promotion are more likely to change jobs

28% of workers who did not receive a pay increase last year were more likely to change jobs the following year

COMPENSATION IS MORE THAN A SALARY

CNNMoney.com recently released an article which revealed that there are \$18,000 worth of additional costs to employers for a new employee:

\$4,340 in Social Security

\$1,015 Medicare Tax

\$478 in State unemployment Insurance

\$10,119 in Healthcare Insurance Benefits

\$1,750 in 401K Benefits

While not all required, employers have been keeping most of these benefits to create competitive compensation packages.

IN CONCLUSION an employee typically ends up costing 18% to 26% more than a workers base salary. Training and developing employees increased by 12% on average last year. It is extremely important to understand where your talent gaps or drought (PO) will pop up.

<https://blog.clearcompany.com/>

ARTICLE:

The New York Times

PUBLIC SERVANTS ARE LOSING THEIR FOOTHOLD IN THE MIDDLE CLASS

By PATRICIA COHEN and ROBERT GEBELOFF APRIL 22, 2018

<https://www.nytimes.com/2018/04/22/business/economy/public-employees.html>

(This is not the full article; just some segments. For full article, please follow the link.)

In recent years, though, the ranks of state and local employees have languished even as the populations they serve have grown. They now account for the smallest share of the American civilian work force since 1967.

Reducing state and local payrolls, of course, is a goal that has champions and detractors. Anti-tax crusaders, concerned about cost and overreach, have longed for a smaller government that delivers only the most limited services. Public-sector defenders worry that shortages of restaurant inspectors, rat exterminators, mental health counselors and the like will hurt neighborhoods. Pothole-studded roads and unreliable garbage pickup don't entice businesses, either. Yet whether one views a diminished public sector as vital to economic growth or a threat to health and safety, it is undeniable that it has led to a significant decline in middle-class employment opportunities.

*"It's a tough time to be working in government," said **Neil Reichenberg, executive director of the International Public Management Association for Human Resources**. Once there were several attractions to public employment in addition to the mission of making a difference in your community, he added, but incentives like good health insurance and retirement benefits*

have disappeared. "There's been a lot of cutbacks that have made government a less competitive employer," he said.

Mr. Fortney, who lives with his wife and son in Guthrie, 30 miles north of the capital, was forced to start job hunting. "We always made it work," said Mr. Fortney, who was employed by the state for 12 years and earned about \$50,000 annually. "But if you're going to choose to be a public servant, you have to have in mind that you will live in a small home and drive a sometimes unreliable vehicle."

He said he worried that talented workers will opt for the private sector. Staffing shortages are common in states across the country.

In Houston, pinched by a property tax cap, the police chief has said his department is short 1,500 to 2,000 officers. In North Carolina, a federal report blamed a 25 percent job vacancy rate at a state prison in Elizabeth City for four deaths that occurred during a breakout attempt.

Public Service Human Resources and Private Sector Human Resources are different; and require different training, different certifications because of different laws and regulations. If you feel you would like to learn more, or have any questions, please feel free to stop by my office and let's talk.

Also, please remember that Closed Sessions are available to discuss employees competences and any employee concerns should be first discussed in private with the City Manager. Employees health, family and/or emotional challenges should never be discussed during an open meeting – not only because of privacy but also some of the information may be protected by law (HIPAA).

Mayor and City Council Member Reports

Mayor Mike Peterson

Attended two staff meetings with our on duty firefighters from station 110 and 116 to discuss the current budget challenges we face as a City regarding the new UFA member fee assessment.

2.) Met with the Granite Construction management at their request to meet those directly guiding the mining operation on Wasatch Blvd.

3.) Attended the Oakdale Elementary Dare Graduation and enjoyed the community support for their students.

4.) Scott Bracken and I met with a constituent and listened to his questions and recommendations regarding our proposed ADU ordinance.

5.) Attended the April Conference of Mayors held in Midvale. The agenda included the approval of the allocation of CDBG funds, the process the County will use to select its nominee to the Governor for his appointment as a UTA trustee, and the County's intent to pass the Prop 1 gas tax related to SB136. Also, I introduced the topic of ADU concerns where it was agreed this will be the primary agenda item at the next scheduled meeting.

6.) As a member of the Canyons Education Foundation Board, I attended their annual Gala along with Council Member Bruce, Council Member Shelton, Ben Hill from the Recreation Center, and their spouses.

7.) Monday afternoon I participated as a member of the Central Wastch Commission where we discussed budgets and selected the Commission's first executive director.

Council Member Scott Bracken

Wasatch Front Waste and Recycling District Report April 23, 2018

We received the 2017 Independent Financial Audit Report from Steve Rowley (Keddington & Christensen). The District had a completely clean report. I'll submit a copy of the audit to our city recorder, if anyone wants to review it.

The Board approved a letter to the property tax committee to allow that body to remove addresses from the Final May Tax Sale list if the property owners were working on making good on their delinquent taxes.

There was continued discussion on the potential closure of the transfer station and that impact on WFWRD and service delivery. Pam is still working with amending the interlocal with SL County to remove the 85% requirement (of all waste collected by WFWRD to go to SL County facilities). There are other transfer stations in the valley and other options for landfills that may be more efficient to use if the SL County transfer station closes.

There was further discussion on the proposal by Herhoff (Germany) for municipal waste processing. Pam and a group of other landfill and PW specialists attended a meeting with them in Herriman. Pam et al. submitted a list of questions to the group, but as of the Board meeting, they had not been responded too yet. Hopefully those responses will be soon, but I'm sure the nature of the questions was detailed and responses would need some research.